Members of the Civil Service Employees Assn. special elections procedures committee, comprised of retired union members, conducted the two-day processing and counting of more than 64,000 ballots received in the CSEA-State contract ratification vote. In the above photo, committee chairman Bernard C. Schmahl, left, and committee member William McConell inspect the progress. Contract was approved.

11th Monroe County Official Resigns Result Of Pay Cuts

ROCHESTER—Judith Peters, executive director of the Monroe County Youth Bureau, became the eleventh high-level county official to quit in the last 12 months as the result of pay cuts which, she said, made it difficult for her to motivate her staff.

"I find it hard to explain to employees why their salaries are cut when they are working just as hard... It is difficult for me to accept this and pass it along to the staff," she said.

Credit Bus Driver With Saving Students’ Lives

ALBANY—The Capital Region of the Civil Service Employees Assn. will present an award of valor to Robert Thomas, a part-time Brittonkill School bus driver, represented in negotiations by the union.

A few weeks ago, however, some of his passengers did not hold Mr. Thomas in the highest regard; he enforced the school's bus code to the letter, "and maintained strict discipline, so some students thought Mr. Thomas too strict.

That is until Thursday morning, May 5, when the strict bus driver saved his riders' lives due to his quick orders and their instant obedience.

Mr. Thomas was driving west on Route 2 toward Graham at (Continued on Page 3)

CSEA To Continue As Rockland Union After Close Tally

ALBANY—The Southern Region of the Civil Service Employees Assn. has maintained its perfect record against challenges by the Service Employees International Union.

CSEA defeated SEIU in a runoff election for the right to represent the 1,180 employees of Rockland County last week. The final score was 674 to 664.

For CSEA, it was the tenth time in the past three years that New York State's largest public employee union has beaten back perpetual loser SEIU in CSEA's Southern Region, which includes Putnam, Rockland, Orange, Ulster, Dutchess, Sullivan and Westchester counties. CSEA has beaten the outsiders twice in Orange, Ulster and Sullivan counties, and once in the Town of Greenburgh in Westchester County. In addition, SEIU mounted an unsuccessful challenge against CSEA for the right to represent the state's thruway employees and was part of the "Public Employees Federation" that failed to raid CSEA's Professional, Scientific and Technicians bargaining unit last year.

"We hope that this victory will convince that bunch of losers to get out of Rockland County and stay out," said CSEA Rockland County unit president Patsy Spicci. "Our big concern right now is to get back to negotiations and get the best possible contract for the employees. It's been a long time coming."

The terms and conditions of employment for the workers for 1976 were imposed unilaterally by the county legislature last October at a hearing that the union contends was held improp-

Shoo-In Victories No Longer Certain In Primary Fights

June is busting out all over with organization election district captains and other political activists ringing (Continued on Page 6)
Special Notice

FOR CSEA MEMBERS ONLY
CSEA Basic Accident and Sickness Plan.

If you are a new employee under age 39 1/2 and apply for this insurance within 120 days from your employment date, you are guaranteed $150.00 per month in benefits. All other members may also apply and will be required to show evidence of insurability.

If your annual salary is up to $4,000 but less than $5,000 $5,000 but less than $6,500 $6,500 but less than $8,000 $8,000 but less than $10,000 $10,000 and over
You can now apply for disability income benefits $150 a month $200 a month $250 a month $300 a month $400 a month

When your annual salary is increased to a new wage bracket, you should apply for additional disability income. YOUR INCREASE IN DISABILITY INCOME IS NOT AUTOMATIC.

For complete information and costs, complete and mail the coupon below or call your nearest Ter Bush & Powell representative for details.

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[ ] I wish to increase my monthly indemnity
[ ] I wish to apply for benefits

Name
Home Address
Where Employed
Employee Item No.
Facts And Figures Needed Say Rensselaer Lawmakers

By DEBORAH CASSIDY

TROY—After hearing both sides of stalled contract talks between the Rensselaer County unit of the Civil Service Employees Assn. and the county administration, the county Legislature decided not to consider "exact figures and facts" for the cost of a wage increase and promised to return within a short time with a fair settlement.

After a short introduction by Mr. Koenig, the legislative chairman, and under a CSEA contract bargaining specialist, Harmon Swite, who commented that the employees had been "painfully" and "squeezed" for the county, the proposals were submitted to the hearing.

Mr. Koenig repeated the Local's position that the pay cuts should be restored through negotiations and that the proposal was to "impose" and institute an unpaid fur- ther cut.

Mr. Koenig said the proposal for making short-term layoffs was "totally unacceptable and interferes with the current contract negotiations." Furthermore, he added, it would also "interfere with" any additional income. If any new lost every week in a smaller pay check would be lost in one period when there was no pay check, he said.

Sponsors of the plan agreed that it would not give employees any more money, but said it would at least give employees some time off.

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down and everything explained.
When the truck hit, glass ex-
drivers, everything was all over
the roof was torn off."

A log had passed through the window and injured Mr. Thomas,
who was sitting there. "If I
had been sitting straight
up, I would have had him
right in the seat," said Mr. Thomas.

When I turned around
(Thomas himself sustained in-
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Bus Driver Rescues

(Continued from Page 1)

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The CSEA new membership drive is in full swing and now's the time for you to get off your duff and sign up non-members. With each new member you bring into the CSEA fold, you get five bucks cash! And there's no limit to how many new members (at five bucks each!) you can sign up.

But you've got even more than five bucks riding on the CSEA membership drive. The blunt truth is that the more public employees who belong to CSEA the stronger we all become. The opposition doesn't want to see us united because they know that our strength is in unity. With all of us on the same side we all will get the fair shake we deserve.

It's up to each one of us in CSEA to strongly impress every non-member that our fight is also the fight of every public employee in New York. And that if we don't work together—as equal and participating members—our future goals will be harder to reach.

So, if you're a member in good standing, get going and sign up your fellow workers who are non-members in CSEA. See your Chapter or Unit president for special sign-up cards which have all the necessary information. The five-dollar cash award is yours with each new member you sign up but more importantly, with every new member in CSEA, you are helping to insure the future. For all of us.

STRENGTH IN UNITY
Overhauling the State System

By JANE BERNSTEIN

Perhaps one of the most important things on the collective mind of Civil Service Employees Association members these days is civil service reform.

CSA president Theodore C. Weinst testified before the Temporary State Commission on Productivity and Management, during its hearings there; Productivity and Management, during its hearings there, may 2 and 3, on proposals for changes in the state civil service system. This paper (issue of May 29, 1977) carried the complete text of Dr. Wenzel's speech, which opposed many of those suggestions.

Solomon Bendet, president of the union's Metropolitan Region, testified before the commission also, at the World Trade Center in New York City. His testimony paralleled Dr. Wenzel's. The CSA director of research William Bloom criticized a poll published by the commission that revealed a high percentage of dissatisfaction with the present civil service system on the part of state workers. Mr. Bloom said the poll was based on too small a sample of workers to reflect anything, and was set up in such a way as to be subject to bias.

What, exactly, is all of the excitement about? An attempt will be made here to streamline the reform proposals of the commission, the reasons why CSA opposes them, what other interested parties have to say, and to where it all may be expected to lead.

The commission has prepared legislation to bring about certain changes in civil service law during the coming session. To begin with, the plan would abolish the state Civil Service Commission as it now stands, and create, in its place, a Civil Service Board, with a chairman at its head instead of a commission.

It would also establish a new Division of Personnel Administration, to which individual agencies would report. And the various operating agencies in the state system would each be responsible for reclassifying job titles and conducting promotion examinations. In addition, each agency would have the authority to grant merit increases on the basis of performance, under the assumption that supervisors would be present on the job, and so better able to judge a worker's efforts.

Another change in the law would be directed toward the use of eligible lists. Presently, the rule of one-in-three exists whereby one of the top three candidates on a list may be selected for a job. The plan would extend this to allow members of management to choose prospective employees from other parts of a list, either by score group, or in a different manner that could include the whole list.

The commission plan calls for a one-year probation period for new employees, and a six-month period for employees who are new to a position after transfer, promotion or returning to another department.

Promotions would be determined by an employee appraisal system, which would establish standards to rate work performance. This system would be used as a basis for awarding increments, and making departmental promotions. If an employee objected to the way he or she was rated in this system, an appeal procedure would be available within each department to allow the individual to counter any claims believed to be unfair.

The commission also recommends the formation of a career management service, with career management titles at Grade 38 and above. An exam would be given and those qualifying would be on a career management confidential list.

The proposal would also modify civil service law so that eligible and preferred lists would not be extended beyond their present four-year limit.

That basically covers what would be effected by the Commission on Management and Productivity in the Public Sector's legislation.

The CSA opposes practically every point of this plan. The union's reasoning was revealed in Dr. Wenzel's testimony, which outlined his opposition:

- Restoration of $1.6 million to the Civil Service Department, which was cut by the Joint Legislative Fiscal Committee. Money more will be needed for examination services on the department level.
- Reclassification on the department level would result in inconsistencies in titles and duties.
- Promotion responsibilities on the department level would allow supervisors to ignore eligible lists.
- Decentralized performance evaluation would not allow for favoritism and does not provide for union participation in development of standards.
- Extending the probationary term to one year for new employees only prolongs the uncertainty of an employee, by management.
- The rule of one-in-three should be continued, as a broader method of selection from eligible lists is contrary to the state constitution — direct order selection is preferred.
- The career management service would create an elite corps of workers with salaries dependent upon the appointing officer.
- Preferred lists should remain in effect until exhausted.
- That's just a recap of some of the areas addressed by the union leadership. And it is of interest to note that the CSA stands almost alone in its opposition to many of the proposed reforms. The only other group that is as singularly fearful of the potential for what is termed "political favoritism" is the Civil Service Merit Council.

Testimony at the World Trade Center hearings from both federal and local government representatives reflected a desire for reform of the 70-year-old civil service system.

John Lafferty, regional director of the U.S. Civil Service Commission, said, "We enthusiastically support the efforts of New York State to improve its own civil service system." Mr. Lafferty said the federal government would not interfere, except in regard to how the final recommendations would affect federal grant-aided agencies. These, he said, must meet the requirements of the Federal Merit System.

Although taking a cautious view of certain parts of the commission's plans, Ms. Leonard said she would support a broadening of the one-in-three rule, and would assist in developing legislation.

What are the chances for passage of a bill listing these reforms?

"We think things look really good," said Deborah Loeb, information officer for the Commission on Management and Productivity. "We're getting a lot of positive feedback from various groups. There's a lot of support for these changes."

Ms. Loeb said the commission believes that CSA will be more supportive of some of the reforms as meetings and talks take place.

"The commission recognizes how important a role labor plays when it comes to changes in civil service law, and that there's a great need to work together on this," she said. "We don't want to tell workers how to make their promotions, we just want to set the stage for positive reform."

Now that the hearings are concluded for the time being, state workers and union members will have to see how their legislators react to the proposals that have been brought before them.

WHAT REFORMS COVER

Eligible Lists
Promotions and Merit Raises
Probation Periods
Exam Procedures
Title Classifications
Career Mgt. Corps
Packaging Of Candidates

As elections become more sophisticated, the cost tends to rise astronomically.

The same holds true in union elections, as well as in general elections. The current campaigns for offices in the Civil Service Employees Association, provide a case in point.

Civil Service Employees Assn. provides a case in point. A general elections. The current campaigns for offices in the previous CSEA elections, the change has been enormous. Literature for the CSEA campaigns for statewide, regional and local offices is the most elaborate we have ever witnessed; in sheer numbers, the volume has probably increased also.

Comparison of the mailers and passouts for certain candidates, in particular, shows the growth of campaign sophistication. Just within the past two years, since the previous CSEA elections, the change has been enormous.

Some candidates, who two years ago campaigned with material prepared by themselves or close associates, have upgraded this time with handouts that are obviously the work of professionals.

It brings to mind the 1968 federal Presidential campaign, which featured the "packaging of the Presidency," because once its intent had been made by Richard Nixon of Madison Avenue advertising agencies.

Mr. Nixon, of course, went on to win the election then and eventually had to resign in disgrace. His opponent, Hubert Humphrey, on the other hand, despite his loss, is now considered one of the towering figures of contemporary politics.

Similar campaign packaging is now evident at all levels of the current CSEA elections. Whether this good or bad is immaterial at this point: Once it has begun, a trend can turn into the norm as other candidates move to catch up.

In some respects, the statewide primary elections, particularly those in New York City, offer the most challenge to the CSEA because of the special power and prestige attached to the office of its Mayor. However, this should not obscure the local and, in some respects, the widespread impact of primary races in Buffalo for mayor and in Nassau County, among Republicans, for county executive.

A Refined Science

Public opinion polling has become a refined science. By polling a relative handful of voters, experienced pollsters can predict a national election, with a minimum margin of error. However, polls have not achieved a like degree of certainty in predicting the results of primary elections.

The essential difficulty is that relatively few voters are likely to be eligible to vote to the polls on Primary Day. If as many as 25 percent of the eligible voters turn out for a primary, the turnout is regarded as somewhat normal. The sample plays havoc with the sampling technique used by the public polls.

Not too many years ago, the small voter turnout in the primary made it impossible to maintain a political organization in power, since the opposition used this fact to turn to the voters in sufficient numbers to carry the primary.

Whether or not the trend is to the liking of the CSEA is a matter of their collective judgment.

Whether or not the trend is to the liking of the CSEA is a matter of their collective judgment.
Elections for the Civil Service Employees used to be in the late summer, when many people were on vacation. Four years ago, they were changed to late spring, but this conflicted with state contract negotiations. When do you think the most appropriate time would be to encourage maximum voter participation?

THE PLACE

South Beach Psychiatric Center, Staten Island

Carol Sticlin, administrative assistant: "I was just thinking about that question as I received my ballott in the mail. Right now the nominations will be over and people would be renewed from the stress of the work they have had during the year. People are relaxed after their vacation and have clear minds. To me, this is the most optimum of time for elections of any sort. The candidates would then have a month of September for their campaigns and then the elections could be held in the month of October."

Ed Gorts, recreational therapist: "I feel that the most appropriate time for the Civil Service Employees Assn. elections is in fall. Generally, that is a time when a lot of things begin, especially in terms of programs. We know our own program begins a new outlook in the fall, and school starts in the fall. I guess the fall mentality is a time when spirers are high and alert and elections for any office seem more full of steam."

LETTERS TO THE EDITOR

Same Privileges

Editor, The Leader: The pension system, no way of life for many of us, is not known to the employees of Uncle Sam, around 1920. They had to make do as long as they could make it in their jobs. Even when the pension was a fact, it was so policy that those who took it kept plugging along until they were forced out by the mandatory retirement age.

I came to the Postal Service around 1922, and it was not unusual to see employees from 50 to 60 years of age, in terms of age, from many years of heavy toll under the most agonizing conditions. Of course, then as now, Congress never thought of putting them into the plight of the aged federal employees. But some dedicated federal employees, to the task of educating Congress and the public on the need for a better deal for them, and for the government servants. Because of these dedicated people, the plight of the federal retiree has seen the light in the halls of Congress and, at last, many improvements have been made through the years.

I retired in 1962 and never stopped thanking all who helped make the sure of the retiree brighter. Then, now, very active in our behalf has been the National Association of Retired Federal Employees of which Brooklyn Chapter 500 is a part. We are on the alert against those who take away our gains and also cope with problems such as inflation, which is eating away our pensions.

We meet every 4th Saturday at 1 p.m. at the War Memorial Building, Chiefman Plaza, Brooklyn. Come and help federal retirees make a bright future free from strife and struggle.

Samuel Komansky
Brooklyn, N.Y.

Another Blow

Editor, The Leader: The tentative agreement between the State and the CSEA specifically applies to those employees in full-time employment status as of March 31, 1977. It would therefore exclude those who have been laid off or whose positions have been abolished and whose names are on preference lists. This is another blow to those of us in this position.

It is particularly repugnant in view of the protection which the CSEA has afforded provisional employees on the state and local level in the past.

William J. Kelly
Baldwinville

Shelving Their Talents

The attitude of some legislators towards employee income is based primarily on the thesis that there should be a limit to the income an employee—regardless of productivity or what the overall justice of the case may be—should make. It is probably with this in mind that the legislators have denied the right of people on Social Security to have substantial earned income, and denied the right of retired federal civil servants and military personnel to have additional income from the federal government.

Many retired members of the armed forces, who have served 20 to 30 years of intensive military duty and earned a pension for themselves, are asked to shelf their talents and experiences as far as the U.S. Government is concerned. The same applies to many federal Civil Servicemen who, even at the age of 50, have acquired special knowledge and skills but find it economically non-competitive to continue working at salaries that barely exceed their retirement pay. Many, too, have been retired for a year or two and find a call to a more active life. These people, denied government service and must seek other employment because their pensions would not with which they went back on the federal payroll.

On the military front, the key to the situation is the Dual Compensation Act of 1964, which prohibits a retired officer or warrant officer from taking a full-time federal job because of the maximum salary limitation.

As a result, skilled technicians and administrators whose services could be effectively utilized in the armed forces are forced, at a relatively young age, to go into non-government civilian employment. The potential loss of their skills may be transferable. As a result, only a small fraction go back into government service. Less than 260,000 military retirees work for the federal government. This is not even 5 percent of the federal civil force.

Taken in a different context, the commentators of the Editor in the past have written their columns on a political basis. If all those who have become eligible for retirement were told that they could not accept their pensions if they plan their offer, their experiences, services and talents to the government? The amount of their pensions would probably be so minimal that the federal government would still retain more than 260,000 military retirees work for the federal government. The Editor in the past has written his columns on a political basis. If all those who have become eligible for retirement were told that they could not accept their pensions if they plan their offer, their experiences, services and talents to the government? The amount of their pensions would probably be so minimal that the federal government would still retain more than 260,000 military retirees work for the federal government. This is not even 5 percent of the federal civil force.

(Carried from Page 6)

(Continued from Last Week)

Where the votes stand:
Brooklyn: 11,751
White: 14,791
Thomas: 25,976
Stalin: 17,701
Houroshe: 28,195
Wood: 4,000
Scored: Staff

(Continued from Page 4)

(Continued from Last Week)

Three-year-old Mike Ferraro, of 39 Henry St., Brooklyn, is the son of Nicholas and Anna Ferraro. Mike will be in the immediate company of his grandfather, William Ferraro, 66, and his uncle, John Ferraro, 29, who will be in the city's mayor.

Law & You

Less than 260,000 military retirees work for the federal government, this is not even 5 percent of the federal civil force.

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The CSEA Convention Reports, Photos

Insurance Committee Report

The standing insurance committee report was presented by chairman James Conley, of Suffolk County Local 685, at the CSEA spring convention at the Concord Hotel in March. Other committee members were Mary Converse, Evelyn Glenn, Carl Garrand, Carl Rehr, Patricia Cran dall, Hugh Cruzer, Joseph Attilio and Paul Nat.

THE CIVIL SERVICE EMPLOYEES ASSOCIATION ACCIDENT AND SICKNESS POLICY—POLICY NY—FORMS A-1502 and A-1503

Revised Biweekly Premiums

FEMALES

<table>
<thead>
<tr>
<th>Principal Sum</th>
<th>$1,500.00</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Indemnity under 30</td>
<td>20-29</td>
<td>40-49</td>
</tr>
<tr>
<td>PLAN 1—Regular Coverage</td>
<td></td>
<td></td>
</tr>
<tr>
<td>$30</td>
<td>$ .41</td>
<td>$ .38</td>
</tr>
<tr>
<td>50</td>
<td>.65</td>
<td>.61</td>
</tr>
<tr>
<td>75</td>
<td>.79</td>
<td>1.11</td>
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<tr>
<td>100</td>
<td>1.27</td>
<td>1.10</td>
</tr>
<tr>
<td>125</td>
<td>1.61</td>
<td>2.26</td>
</tr>
<tr>
<td>150</td>
<td>1.92</td>
<td>2.70</td>
</tr>
<tr>
<td>200</td>
<td>2.81</td>
<td>3.51</td>
</tr>
<tr>
<td>300</td>
<td>3.74</td>
<td>4.52</td>
</tr>
<tr>
<td>400</td>
<td>4.94</td>
<td>5.53</td>
</tr>
</tbody>
</table>

PLAN 2—Occupational and Regular Coverage

| $30 | $ .60 | $ .31 | $1.11 | $1.35 |
| 50 | 1.08 | 1.69 | 2.33 | 2.18 |
| 75 | 1.34 | 1.73 | 2.12 | 2.57 |
| 100 | 1.65 | 2.17 | 2.64 | 3.21 |
| 125 | 2.06 | 2.80 | 3.40 | 3.93 |
| 150 | 2.58 | 3.61 | 4.39 | 5.33 |
| 200 | 3.06 | 4.28 | 5.16 | 6.29 |
| 300 | 4.03 | 5.40 | 6.77 | 8.21 |
| 400 | 4.94 | 6.93 | 8.41 | 10.20 |
| 500 | 5.97 | 8.27 | 10.10 | 12.23 |
| 600 | 7.50 | 11.87 | 13.28 | 15.23 |

Annual premium is 25 times the bi-weekly premium.

PRINCIPAL SUM

| $1,000.00 | $1,500.00 | $2,000.00 | $2,500.00 | $3,000.00 |
| $30 | $ .33 | $ .33 | $ .33 | $ .33 |
| 50 | .56 | .56 | .56 | .56 |
| 75 | .84 | 1.13 | 1.13 | 1.13 |

The Hospital Indemnity Rider covers a supplemental monthly indemnity for disability resulting from sickness and for non-occupational accidents.

The accident benefits are payable during the continuance of total disability resulting from non-occupational accidents.

The Standing Insurance Committee report was presented by chairman James Conley, of Suffolk County Local 685, at the CSEA spring convention at the Concord Hotel in March. Other committee members were Mary Converse, Evelyn Glenn, Carl Garrand, Carl Rehr, Patricia Cran dall, Hugh Cruzer, Joseph Attilio and Paul Nat.

NOTICE

This note is added to this material by the Insurance Committee of CSEA. The purpose is to caution that the premium rates outlined in this attachment have not been approved by the State Insurance Department as of March 1, 1977. This report had to be printed and sent to chapters and delegates as soon as possible. Information will be given at the Delegate Meeting as to whether or not these rates have been acted upon by the Insurance Department by the Delegate Meeting date.

The CSEA Convention Reports, Photos

Hennes Marx, left, president of Clinton Correctional Facility Local 154, discusses mental problems with David Freer, president of Wallkill Correctional Facility Local 153. Mr. Marx is candidate for departmental representative to the CSEA Board of Directors. (Leader photo by Ted Smith)
### Pending CSEA Legislation Outline

<table>
<thead>
<tr>
<th>BILL AND SPONSOR</th>
<th>SUMMARY OF PROVISIONS</th>
<th>STATUS</th>
<th>CSEA POSITION</th>
</tr>
</thead>
<tbody>
<tr>
<td>A.301, Green*</td>
<td>This bill provides for final offer evaluation as a means of resolving disputes in negotiations.</td>
<td>FAVOR</td>
<td>FAVOR</td>
</tr>
<tr>
<td>S.3370, Flynn, multi-sponsored</td>
<td>This bill would provide for an increase in the supplemental retirement allowance effective July 1, 1977, and would apply to more retirees.</td>
<td>FAVOR</td>
<td>FAVOR</td>
</tr>
<tr>
<td>A.311, Anderson, multi-sponsored</td>
<td>This would entitle Veterans of WW II and Korea Conflict to obtain retirement credit if they were honorary discharged veterans and reside in N.Y. State at time of entry into service.</td>
<td>FAVOR</td>
<td>FAVOR</td>
</tr>
<tr>
<td>S.392, DelToro, multi-sponsored</td>
<td>This would allow local governments to negotiate disciplinary procedures with an employee organization.</td>
<td>FAVOR</td>
<td>FAVOR</td>
</tr>
<tr>
<td>A.781A, Andrades*</td>
<td>This bill amends Section 75 of the Civil Service Law, allowing employees who are suspended pending a determination of charges, to elect to have a civil hearing deferred pending the conclusion of criminal action on which charges may be based.</td>
<td>FAVOR</td>
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<tr>
<td>A.1095, Smith</td>
<td>If a public employer is found to have committed an improper practice, it would be subject to remedial action ordered by PERB as well as a fine not to exceed $1,000 per occurrence which shall be paid to the employee involved.</td>
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<td>This bill would extend representation rights to employees of the Div. of Military and Naval Affairs.</td>
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<td>A.2930, Flynn</td>
<td>This would extend the current $1,000 survivors' benefit for employees who retired prior to 1966.</td>
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<td>A.1412, Field</td>
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### Warren Fact-Finder Says $400 Increase

A Public Employment Relations Board fact-finder has recommended a $400 salary increase, plus increment, for Warren County deputy sheriffs, it was announced earlier this month.

Benjamin F. Westervelt, of Albany, is the fact-finder named by the PERB in a contract dispute between the county and deputy sheriff's unit of the Warren County Local of the Civil Service Employees Assn. The fact-finder also recommended an increase in the differential for those employees who have matron duties from $550 a year to $400 a year.

Other recommendations include:
- A projection of request for additional day of vacation from the first year to the 15th year;
- A three-day bivouac leave with pay for each death in immediate family; immediate family defined as mother, father, siblings, mother-in-law, father-in-law, and grandparents living in the household of the employee;
- County to have right to choose the insurance carrier for health insurance which presents the most economical plan assuring coverage as good or better than current, depends on increase to be raised from 50 percent to 75 percent payment by the employer;
- Rejection of request for daily and weekly overtime.

### Murray Elected Watertown Head

**WATERTOWN** — William A. Murray is new president of the Watertown unit of the Civil Service Employees Assn., heading a slate elected for two years by the membership.

Mr. Murray succeeds Richard J. Orsoline, who was not a candidate for re-election, according to Peter G. Griceo, in the upcoming election for president of the civil service unit of the CSEA.

The City unit CSEA slate, in addition to Mr. Murray, includes Eleanor M. Howland, secretary to John M. Schindler, board member; Benjamin P. Westervelt, of Albany, is the fact-finder named by the PERB in a contract dispute between the county and deputy sheriff's unit of the CSEA.

Mr. Westervelt said the increase should be retroactive to January 1, 1977. The fact-finder also recommended an increase in the differential for those employees who have matron duties from $550 a year to $400 a year.

Other recommendations include:
- A projection of request for additional day of vacation from the first year to the 15th year;
- A three-day bivouac leave with pay for each death in immediate family; immediate family defined as mother, father, siblings, mother-in-law, father-in-law, and grandparents living in the household of the employee;
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- Rejection of request for daily and weekly overtime.

### Region VI Meeting Planned June 17-18

**BUFFALO** — Western Region VI of the Civil Service Employees Assn. is planning a meeting June 17-18, at Grand Island Holiday Inn, Grand Island.

The weekend will open with an address by Philip Ross, Industrial Commissioner of the New York State Department of Labor, Friday evening. State and county meetings will be held Saturday. Further information about the event, which is sponsored by Buffalo Department of Labor Local 719, must be obtained by contacting Joseph Pintigone at (716) 854-1425, or Ramona Gallagher at (716) 852-3823.
They Saved State Money; The Rewards Are In Cash

Sixteen State employees won a total of $8,930 in cash awards in April for money-saving ideas submitted to the New York State Employee Suggestion Program. The program was administered by the State Department of Civil Service. Estimated first-year savings from these suggestions total more than $27,000.

Award winners:

- $2,280 — Shared jointly by Robert Healey, 229 E. 28th St., Albany, and more than $27,000. Robert L. Borrelli, P.O. Box 371, Brooklyn, both of the Workmen's Compensation Board.
- $2,040 — Richard Alterman, 3408 Ocean Ave., East Rockaway, Department of Mental Hygiene.
- $1,900 — Janis M. Phillips, 176 Crescent Rd., Fairport, Monroe County; Donald R. Miller, 773 Tudor Village, Syosset, New York; and Robert L. Berrettii, P.O. Box 371, Huntington, Greene County, all of the State Department of Taxation and Finance. They developed a system in which information involving real property transfers is obtained directly from reports submitted to the State Board of Equalization and Assessment, rather than by traveling to county clerks’ offices. Their suggestion saves more than $23,000 a year in staff time.
- $1,800 — Donald J. Johnson, 81-30 Grandy St., Albany Department of Environmental Conservation; Gail V. Blochum, 6 Locust Lane, Mamaroneck, also Environmental Conservation.
- $850 — Shared jointly by Jean Dillenburger, 12 Pine St., Albany, and Carol Somers, 1033 Woodway, Castleton, both of the State Department of Assessment, rather than by

The list contains 29 names. 

Accountant List

ALBANY—The State Civil Service Department established an open competitive civil service accountant 2nd grade eligible list, May 18, the result of a Dec. 11, 1976 examination. The list contains 29 names.
2,000 Summer Youth Jobs Still Unfilled

MANHATTAN—State Industrial Commissioner Philip Ross, says there are more than 2,000 summer jobs still available.

"It is ironic that these 2,000 jobs for camp counselors and related work are still unfilled at a time when unemployment among young people is at record levels," Commissioner Ross said.

LEGAL NOTICE

INSTITUTION TEACHERS SUE TO BAR INCREASE IN DAILY WORK HOURS

Instructions Teachers employed in the State Mental Hygiene Department's Psychiatric Centers in Queens have brought suit in Supreme Court against their Commissioner, Dr. Lawrence C. Kelly, the Mental Hygiene Commissioner and the Mental Hygiene Department. The suit, which is being prosecuted by the Education Commissioner, to enjoin a directive increasing the daily work hours, by increasing five to six hours daily the teaching time for handicapped children, and by increasing from six to seven hours the time that Instruction Teachers are required to be in attendance in the institutions in which they are employed.

Their suit, brought by John D. Parker and a group of Instruction Teachers, alleged that teachers of handicapped children employed by local school districts throughout the State, and by Boards of Cooperative Educational Services which operate special education to handicapped children, and Instruction Teachers employed in the Mental Hygiene Department, all have the same qualifications and perform similar duties.

The suit seeks to enjoin the State Commissioner from promulgating a rule requiring the Instruction Teachers to work during summer months if they are assigned to the instruction departments of the institutions in which they are employed.

"We believe that the present conditions are not only unfair but unconstitutional," said Mr. Parker, "and we want to see that these teachers receive the same treatment as other public teachers in the State."

Agency Bill Chances Better

By HARCOURT TYNES

ALBANY—Proponents of the Agency Shop Bill pending in the State Senate's Civil Service Committee, were more optimistic about the bill's chances of passage this week following a favorable ruling by the U.S. Supreme Court in a similar case.

"It will help the decision making of a lot of legislators," said Sen. John Flynn (R-Yonkers), the bill's principal sponsor.

Account Trainee Jobs Open

ALBANY—Ten accountant-in-training positions are open to state tax department employees who have at least two years of college and an accounting background.

Filing deadline for the $5,546-a-year job is June 15. But applicants must first contact the state Bureau of Staff Development and Training no later than June 6.

June 6.

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...more than just a beautiful room.

Yes, our guest rooms are beautiful, and you'll also love our FINE RESTAURANT.

Thruway Exit 36 at Rte. 81 Syracuse, New York

"The latest regional unemployment data for 16-to-21-year-olds show their rate of joblessness at 29.4 percent in New York City and in Westchester, Putnam and Bergen (N.J.) counties."

Interested young people may apply at the Camp Unit Office of the State Employment Service, 247 West 54th Street, 8th Floor, between 8:30 and 12 noon, or 1 and 4 p.m., Mondays through Fridays. The camp unit telephone number is (012) 773-7066.

Commissioner Ross noted that the unfilled summer camp positions may be explained, in part, by the fact that many applicants have not met certain minimum requirements. Applicants must be at least 18 years old and have one year of college, preferably completed recently. They must also have prior private or organizational camp experience.

They Saved State Money

of the Department of Correctional Services: Carol Pernandik and Humberto Barc, Jr., both of 411 Twelfth St., Brooklyn, and both of Motor Vehicles: Elaine Berger, 2588 Grand Concourse, Bronx, Department of Social Services, and John F. Cape, 8A Elm St., Bensalem; John P. Cominsky, 200 Sand Creek Rd., Albany, and Carol Sonnen, 27 West 65th St., all of the State Department.

BUSINESS MEETINGS

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Reserve now for the

good times (315) 451-5111

northway

Inn

Syracuse, New York

"The New York bill, which passed the state assembly March 23 by a 130-24 vote, faces an uncertain fate in the Senate. There is a well-organized letter writing campaign against the bill. Twelve senators from both parties are listed as sponsors."

Sen. Flynn says he will discuss the bill at this week's meeting of the Republican Conference Committee and expect some action on it soon.

Public employees unions all over the state are supporting the bill. They are planning their own letter-writing drives and several public union delegations have visited state lawmakers to urge a "yes" vote. More such meetings are expected.

CBG BUSINESS LEADER, Friday, June 3, 1977

CIVIL SERVICE LEADER, Friday, June 3, 1977

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NAME:]

Law

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Total

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CITY:

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Housekeeping Cottages & 50 acres of woods. Only 6 miles from downtown. Other cottage styles from 3 bedrooms to 2 bedrooms, $350 to $450 per month. Miller Bros. (217) 625-1125

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**HOTEL NEW YORKER**

3110 Collins Ave (Lincoln Rd)

Miami Beach, Fla. 33139

Owner: Bernard F. Ainsworth, 888 Madison Ave, New York, N.Y.

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Owner: Bernard F. Ainsworth, 888 Madison Ave, New York, N.Y.
If you're a Civil Service employee and hold the Blue Cross Statewide Insurance Plan with a PA. or N.Y. Certificate Number, you're safely covered for any and all your medical disorders requiring long-term rehabilitation. Three of Brunswick Hospital Center's five fully-accredited hospitals are specialized to provide you with the kind of rehabilitation treatment you may need. Also, local subdivisions of New York State Plans, Medicare and most major medical group insurance are readily acceptable with us.

So, if you need long-term rehabilitation for your medical problems, check out your insurance policy today or, better yet, call us in Amityville, New York and we'll help you figure it out right away. Our phone number is 516: 264-5000. Chances are, you're already completely covered. And, because we care—we'll take good care of you...

Physical Rehabilitation
Our Physical Medicine & Rehabilitation Hospital is fully-equipped for the long-term treatment of physical disabilities and other chronic illnesses. Here, you can be skilfully treated by professional specialists: a treating physician creates your specialized treatment plan — followed through by understanding nurses, physical, occupational, recreational and speech therapists. Psychologists and social service counselors round out your requirements.

A superbly equipped hospital designed to help you regain a fuller, active life. For more information, call 516: 264-5000 / Ext. 1228

Alcoholism Rehabilitation
Our Brunswick House Alcoholism Hospital has been created for the full treating of alcoholism victims. Each resident is assigned a special treatment plan to meet his or her special needs and carried forth by a full staff of alcoholism specialists: medical, nursing, psychological, social service, counselling and family therapists.

The newest of our five hospitals, Brunswick House rehabilitates alcoholics and returns them to full activity — recovered and able to meet life's problems. Call us at 516: 264-5000 / Ext. 361

Psychiatric Rehabilitation
Our Psychiatric Hospital — with its bright, cheerful atmosphere — maintains the most modern facilities for the mentally and emotionally ill: the drug-addicted and those requiring custodial assistance. Its specialized staff of mental-health professionals must all residents in effective teamwork — to gain greater recovery. These dedicated specialists: the doctors, nurses, psychiatrists, psychologists, social workers, occupational and recreational therapists — all give of their expertise to overcome psychiatric disorders and return the resident to a better life.

For more about this, call 516: 264-5000 / Ext. 268
Dolly Miller Retirement

MIDDLETON—Dolly Miller, who served over 23 years as an employee of St. Lawrence County, was honored at a retirement dinner at the Utica Mayor Michael S. Caruso proclaimed "Mary Astour Day."

Mary Astour Retires

Mary Astour is congratulated by James Carusoe, president of Fort Schuyler Local 614 of the Civil Service Employees Assn., on her retirement from the Utica parole office after almost 40 years of service. Ms. Astour, who was born in Aleppo, Syria, was honored on her 35th anniversary of service when former Utica Mayor Michael S. Caruso proclaimed "Mary Astour Day."

Some have suggested, for instance, that between full-time employment and retirement there should be a third alternative called "job-sharing" in which two or more workers share one full-time job. This and other career extending innovations may take new forms as society goes from one life stage to the next.

Public policy in areas other than education has also to be considered. How is the society to increase its productivity and thus provide a wider range of work options for people of all ages? Some economists argue that constraints reduce the rate at which improvements can be made that agencies and the state of the technology set the parameters within which total output of goods and services can be expanded.

Stimulate productivity, or some of these constraints, mainly the institutional ones, can be removed as societal values shift. Some of the economic restrictions are relaxed in time; as well, the technology improves, capital can grow, etc. But at any stage in an economy's development, significant improvements for one group are likely to be made only at the expense of another.

Margaret Dittrich Retires

When Margaret Dittrich was honored at a retirement dinner April 30, it was a ceremonial event, with former guests and co-workers mingling in camaraderie. She was praised by CSEA president Theodore C. Went, who said: "It's people like Margaret who are the real basis for the recognition that the CSEA receives."

Margaret Dittrich, who has served as Motor Vehicle Local 614 for the past two years, was presented with a number of gifts during the program. In photo above, she shows one of gifts to Dr. Basil Y. Scott, left, deputy MV commissioner, and to Allen Fine, deputy MV commissioner of manpower. Below, she receives a belt from three of the evening's presenters: her predecessor as local president, Thomas McEvoy, center, and her successor, local president Jean Book, who presented her with a money tree. She was also presented with a Mickey Mouse watch by local delegate Kitty Mann. Others on hand to honor her were the several candidates for Capital Region IV president: incumbent Joseph McDermott, first vice-president; Jean Book. Out of the state of the technology set the parameters within which total output of goods and services can be expanded.

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**SHORT TAKES**

**LABOR STRIKE OUT WEST**

Picketing by Washington State workers seeking parity with private industry workers began last week in front of several state facilities, as reported by the Associated Press. The 3,000-member Washington Public Employees Assn. wants the legislature to increase state worker pay by 20 percent. Recommendation is part of state salary study which noted that state workers earn less than their private sector counterparts. Gov. Eliz Lee Ray urged workers to accept a 13 percent combination salary-fringe benefit hike.

**NEW YORK CITY JOBS**

A total of $24,200,000 in Comprehensive Employment Training Act (CETA) funds is going under the federal program in Westchester County, County Executive Alfred DelBello has announced. The new CETA jobs, plus another 150 to 200 community employment opportunities under the federal Local Public Works Capital Development and Investment Act of 1976, is providing between $13 million and $18 million, is expected to lower the county's unemployment rate by 10 percent.

**MISSPoken Work**

The State Education News has taken State Commerce Commissioner John Dyson to task for saying Civil Service Law sometimes prohibits state agencies from firing employees convicted of taking bribes. Commissioner John Dyson to task for saying Civil Service Law sometimes

**FAMILY CARE**

Most mutually extended adolescent and adults who are now reading in measles, chickenpox, mumps, and whooping cough, they will have a normally reached adolescent or adult who has a severe illness or is now receiving dialysis. They will receive professional guidance for the extended family members in exchange for a normal situation of providing all child care. (12-775-1616; in Brooklyn, call (1214) 82-7564.

**Nassau Seeking Police Teletype Operators, Techs, Others**

Nassau County Civil Service Commission has nine new job openings with salaries ranging from $9,150 to $22,429.

Applicants with a high school diploma and two years telephone or radio experience are eligible for the police communication and teletype operator positions. Interviews will be held July 16. Candidates must file applications by June 15. Candidates who are also typewriters 25 words a minute.

The top paying job listed is $35,000 in the position of Senior Sanitary Engineer. Candidates with bachelor's degrees and 10 years experience, six in probation, are also eligible. This job also requires no test. Filing deadline: June 15.

Assistant director of medical social services, an $18,855 post, is open to candidates with a master's degree in social work and six years social work experience. Three of them in medical social work and one as a supervisor, are also eligible.

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should file at the Department of Finance, 400 Washington St., New York 10013, open weekdays between 9 a.m. and 4 p.m. Special holidays are 5:30 a.m. to 4 p.m.

Applications at the Department requires a master's degree in social work, eight years casework experience, or community organization experience, four of it in professional work, at least two as a supervisor. Candidates with bachelor's degree and 10 years experience, six in probation, are also eligible. Filing deadline July 13.

New Yorker's state, an $18,855 post, is open to candidates with a master's degree in social work and six years social work experience. Three of them in medical social work and one as a supervisor are also eligible. This job also requires no test. Filing deadline: June 15.

Assistant director of medical social services, an $18,855 post, is open to candidates with a master's degree in social work and six years social work experience, three of them in medical social work and at least one year as a supervisor. There is no test. Filing deadline: July 13.

Candidates must have at least one year as a supervisor. Candidates with bachelor's degree and 10 years experience, six in probation, are also eligible. Filing deadline: July 13.

New York City civil service, an $18,855 post, is open to candidates with a master's degree in social work and six years social work experience, three of them in medical social work and at least one year as a supervisor. There is no test. Filing deadline: July 13.

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On The Campaign Trail

Former Capital Conference president Theodore C. Wenzl, far right, seeking sixth term as statewide president, joins with other candidates waiting to face voters at Capital Region meeting. Clockwise from left, along with office they are seeking, are Carole Trifiletti, regional secretary; Mary Jarocki, incumbent regional treasurer; Howard Cropey, regional president; A. Victor Costa, statewide executive vice-president; Frank Carlinu, Sr., regional treasurer; Eileen Salisbury, incumbent regional third vice-president; Jean C. Gray, regional president; Joseph Lackner, statewide executive vice-president; Julia Branden (partially visible in photo), incumbent regional secretary; Jack Gallagher, incumbent statewide treasurer, and Dr. Wenzl. Regional first vice-president candidate Jack Dougherty was seated elsewhere during meeting.

Western Region VI president Robert Lattimore, left, and challenger James Bourke are also seeking to retain their seats on CSEA Board, representing Labor and Mental Hygiene departments, respectively.

Statewide political action chairman Martin Langer, left, is seeking to unseat two-term Southern Region III president James Lennon. They are shown here at Meet the Candidates program in Newburgh.

One of hardest-fought elections is three-way race for Capital Region IV presidency, where two-term first vice-president Jean C. Gray is running against two-term president Joseph McDermott, center, along with Howard Cropey, whose name was added to ballot by petition. Ms. Gray and Mr. McDermott have relinquished their positions as local presidents, of Thruway Headquarters Local 653 and Transportation Main Local 667, respectively, to devote more time to regional duties, while Mr. Cropey currently serves as Albany County Local 841 president.

At Central Region V Meet the Candidates program in April, statewide presidential contenders explain their positions to regional delegates. At microphone is William McGowan as Kenneth Cadieux awaits his turn. That's Tompkins County Local 555 second vice-president James Heeney in foreground.